

**Executive Office for Transportation and Public Works**  
**Accelerated Bridges Program**

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**Access and Opportunities Notice**

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1. **SUBJECT:** Accelerated Bridges Program:
  - A. Women and minority workforce participation goals: Technical Positions
  - B. Women and minority workforce participation goals: Non-technical Positions
2. **PURPOSE:** To establish (a) workforce participation goals for women and minorities in technical positions and (b) workforce participation goals for women and minorities in non-technical positions per Section 11 of Chapter 233 of the Acts of 2008, "An Act Financing an Accelerated Structurally-Deficient Bridge Improvement Program." Said goals shall remain in effect until such time as updated and revised by the Secretary of Transportation and Public Works and the Secretary of Administration and Finance, acting jointly.
3. **BACKGROUND:** In May of 2008, the Governor filed legislation to advance the goal of financing an accelerated structurally-deficient bridges program. The goal of the legislation was to accelerate \$3 billion of future investment capacity within the fiscal constraints of the Commonwealth's debt affordability policy to fund at least 250 structurally-deficient bridge rehabilitation and prevention projects over the next eight years, create thousands of jobs, improve the safety and condition of our bridge inventory, and generate \$1.5 billion of savings for the Commonwealth by avoiding construction cost inflation and deferred maintenance costs. Under Section 5 of the Governor's bill, language was included relative to ensuring access and opportunity on the part of women and minority individuals and businesses in all facets of the Program. An Interagency Working Group consisting of staff from the Executive Office of Transportation, the Department of Conservation and Recreation and the Executive Office for Administration and Finance was formed to put forward recommendations relative to the objectives of inclusion.
4. **POLICY:** Effective December 15, 2008 and in effect until revised, the following goals will be adopted for the Accelerated Structurally-Deficient Bridges Program:
  - Women workforce participation goal of 24% in technical positions and 47.40% in non-technical positions; and
  - Minority workforce participation goal of 10.48% in technical positions and 19.40% in non-technical positions
5. **DISTRIBUTION:** Executive Office for Transportation, Executive Office for Energy and Environmental Affairs including the Department of Conservation and Recreation, and Executive Office for Administration and Finance.

6. **EXPIRATION DATE:** This directive shall remain in effect until updated, revised and/or superseded.



Bernard Cohen  
Secretary,  
Executive Office of Transportation



Leslie Kirwan  
Secretary,  
Executive Office for Administration and Finance

12/4/08

Date